QC ABA

Association Québécoise pour l'Analyse du Comportement
Quebec Association for Behaviour Analysis

THE QUEBEC ASSOCIATION FOR BEHAVIOUR ANALYSIS INVITES YOU TO ATTEND OUR 10TH ANNUAL

CONFERENCE AND GENERAL ASSEMBLY:
FRIDAY APRIL 9th & SATURDAY APRIL 10th 2021

SCHEDULE: FRIDAY 9TH APRIL, 2021 – CONFERENCE

Simultaneous translation offered this day (no extra charge)

Post-event video-access granted to members with registration (no extra charge)

Continuing education credits for behaviour analysts (BCBA's and BCaBA's), psychologists (OPQ) and psychoeducators (OPPQ)

8:00 - 9:00	Registration
9:00 - 10:30	Gregory P. Hanley, Ph.D., BCBA-D - Considerations for progressing towards more humane and generally applicable functional assessment and treatment processes
10:30 - 10:45	Break
10:45 - 12:15	Marc Lanovaz, Ph.D., BCBA-D - Artificial intelligence to improve the delivery of behavior analytic services
12:15 - 1:30	Annual General Meeting
1:30 - 2:45	Merrill Winston, Ph.D., BCBA-D – Whaddya Lookin' At? An analysis of confrontation seeking
2:45 - 3:00	Break
3:00 - 4:30	Tom Szabo, Ph.D, BCBA-D – Acceptance and Commitment Training (ACT) for young children and adult athletes with autism
4:30 - 5:00	Closing remarks and raffle
5:00 - 6:30	Workshop Part 1/2 with Byron Wine, PhD, BCBA-D, LBA : Applying OBM Principles to your organization

GREGORY P. HANLEY
Ph.D., BCBA-D
Behavior Consultant
Western New England University

Dr. Hanley has been applying the principles of learning to improve socially important behaviors of children and adults with and without disabilities for 29 years. He was tenured at the University of Kansas (2006), and developed and directed the Behavior Analysis Doctoral Program and Life Skills Clinic at Western New England University. Dr. Hanley is a Fellow of the American Psychological Association, past Associate Editor of The Behavior Analyst, and past Editor of Behavior Analysis in Practice and of the Journal of Applied Behavior Analysis. He has published over 100 articles in peer-reviewed journals and book chapters primarily focused on the assessment, treatment, and prevention of problem behavior and sleep problems, teaching strategies for developing life skills, and empirically-derived values for practitioners. Dr. Hanley currently serves as an Adjunct Professor of Psychiatry at the University of Massachusetts Medical School, and leads FTF Behavioral, the international training and consulting group based in Worcester, Massachusetts.

CONSIDERATIONS FOR PROGRESSING TOWARDS MORE HUMANE AND GENERALLY APPLICABLE FUNCTIONAL ASSESSMENT AND TREATMENT PROCESSES

Rapport between parent and professional, the dignity afforded to persons with autism, and the humanity that is associated with attempting to understand why problem behavior is occurring prior to treating it are sometimes lost in assessment and treatment processes. Progress towards humane, easily appreciated, and generally applicable functional assessment and treatment procedures seems to require a shift towards different assumptions, aims, policies, and procedures; these will be highlighted while meaningful outcomes are described from practical functional assessment and treatment processes in which the person with autism was always free to participate in, alter, or opt out of the therapeutic process.

MARC J. LANOVAZ
Ph.D., BCBA-D

Marc J. Lanovaz, Ph.D., BCBA-D, is an associate professor in the École de psychoéducation of the Université de Montréal and researcher at the Institut universitaire en santé mentale de Montréal. He was the founding president of the Québec Association for Behaviour Analysis in 2010. His research program has been funded by multiple major agencies including the Canadian Institutes of Health Research, the Social Sciences and Humanities Research Council, the Fonds de recherche du Québec, and the Ministère de l'Économie, de la Science et de l'Innovation. Dr. Lanovaz has authored more than fifty behavior analytic publications on topics ranging from the assessment and treatment of individuals with developmental disabilities to the analysis and validity of single-case designs.

ARTIFICIAL INTELLIGENCE TO IMPROVE THE DELIVERY OF BEHAVIOR ANALYTIC SERVICES

Recent years have seen the rapid development of more accurate machine learning algorithms, which have led to leaps in artificial intelligence. With the widespread availability of technology to manage their practice, behavior analysts should take advantage of these newly developed algorithms to improve service delivery. The presentation will explore two applications of artificial intelligence to support clinical decision-making. The first application involves the use of machine learning to train algorithms to make decisions based on single-case graphs. Research results show that machine learning algorithms can be trained to provide more reliable and accurate decisions than common visual aids. The second application involves training a model to automatically measure vocal stereotypy in children with autism spectrum disorders. Research findings show that the model can accurately detect vocal stereotypy among background noise, which may facilitate the monitoring of the behavior in practice. Altogether, the presentation will argue that the adoption of artificial intelligence holds promise to support behavior analysts in their clinical decision-making.

MERRILL WINSTON
Ph.D., BCBA-D

Back by popular demand, Dr. Winston is a Board Certified Behavior Analyst (Doctoral level) who has worked in the field of Developmental Disabilities for over 20 years. He has worked in small group homes, large residential facilities, secured facilities, family homes and schools, and therefore with a broad population who exhibited behavior problems that ranged from mild to life-threatening. He has given numerous presentations at various professional conferences throughout the country and internationally on the topics of crisis prevention and intervention, psychotropic medication usage with special populations, and the development and implementation of training programs designed to increase the skill levels of parents, professionals, teachers, and direct-care staff. Dr. Winston currently serves as the Director of Program Development, at the Professional Crisis Management Association (PCMA, Inc.).

WHADDYA LOOKIN' AT? AN ANALYSIS OF CONFRONTATION SEEKING

Lower functioning individuals, typically those who are primarily nonverbal and/or non-socialized, need no "social justification" for them to engage in acts of aggression. That is, a non-verbal child doesn't "need a legitimate reason" to attack someone. Higher-functioning well-socialized individuals will engage in social behavior that causes authority figures to either intervene or contradict the learner. In other words there is a "protocol" that individuals go through before attacking that makes the imminent attack highly predictable. It also demonstrates a measure of "self-control" as the individual must go through the protocol before attacking. This presentation will focus on describing confrontation seeking, recognizing it when it occurs and distinguishing it from "attention seeking." Finally there will be recommendations for treatment paths to eliminate the behavior.

TOM SZABO
Ph.D., BCBA-D

Dr. Tom Szabo is an internationally recognized ACT trainer, board certified behavior analyst, and a graduate of the University of Nevada, Reno where he studied under Steven C. Hayes and W. Larry Williams. Over the last 15 years, Dr. Szabo has focused his practice on teaching people ways to ignite behavioral flexibility in their personal lives and with others in clinical practice, schools, board rooms, shop floors, and community centers. He is particularly interested in teaching people ways to use the "psyflex model" (aka ACT) to support individuals with high functioning autism and their families. With the Commit & Act Foundation, he has trained therapists in Sierra Leone, working with individuals who've committed acts of gender-based violence and he is currently conducting funded research on ways to reduce intra-familial violence. With his students, he investigates behavioral flexibility training and clinical RFT. He has published empirical and conceptual papers and several book chapters. Currently, Dr. Szabo is writing an ACT skills instructional manual for behavior analysts.

ACT ACROSS THE AGES: ACCEPTANCE AND COMMITMENT TRAINING FOR YOUNG CHILDREN AND ADULT ATHLETES WITH AUTISM

A recent development in applied behavior analysis is the application of Acceptance and Commitment Training (ACT) to problems faced by children and adults with ASD. Much of the evidence base for using ACT to improve the lives of people with autism involves randomized controlled trials with self-report data. However, a handful of researchers are developing within subject research with behavioral dependent variables to precisely identify the conditions under which direct contingency management (DCM) will suffice and those in which ACT would enhance clinical outcomes. This presentation will detail two recent studies in which both DCM and ACT were used to decrease inflexible behaviors and increase manding for rule changes in three young children with ASD, and to facilitate athletic performance of young adults with ASD. Taken together, results of the two studies show that DCM is necessary but not always sufficient to produce desired outcomes in work with verbally competent learners with autism. ACT can strengthen behavioral interventions for verbally able people with autism at all ages, can be conducted in a way that is fully consistent with the seven dimensions of applied behavior analysis, and as such, it is within a behavior analyst's scope of practice. Recommendations for research and practice will be provided.
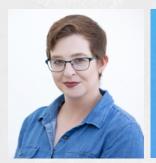
SCHEDULE SATURDAY APRIL 10TH

ORGANIZATIONAL BEHAVIOUR MANAGEMENT NETWORK INTERNATIONAL

(Simultaneous translation not offered for this day)

8:00 - 9:00	Registration
9:00 - 9:50	Shannon Biagi, M.S., BCBA: Behavioral Interviewing: Strategies for Successful Hiring in ABA Organizations
10:00 - 10:50	Byron Wine, PhD, BCBA-D, LBA: Analyzing and Decreasing Turnover in Human Services
11:00 - 11:50	Joshua Pritchard, PhD., BCBA-D: Objective Measurement for Effective Management
12:00 - 1:00	Pause
1:00 - 2:30	Workshop Part 2/2 with Byron Wine, PhD, BCBA-D, LBA : Applying OBM Principles to your organization

LOCATION :

Online conference, a link and instructions for the Zoom connection will be provided prior to the conference.

SHANNON BIAGI
M.S., BCBA

Shannon Biagi is an entrepreneur and CEO of Chief Motivating Officers, LLC, an organization designed to help spread the science of human behavior within and beyond human service companies through the quality supervision of upcoming behavior analysts in OBM. She is a Board Certified Behavior Analyst, organizational behavior management (OBM) supervisor, as well the Director of Operations of the OBM Network. She is a co-author on the four-volume series, OBM Applied! A Practical Guide to Implementing Organizational Behavior Management

BEHAVIORAL INTERVIEWING: STRATEGIES FOR SUCCESSFUL HIRING IN ABA ORGANIZATIONS

Employee selection has often been the focus of human resource professionals and industrial/organizational psychologists in mainstream businesses, and is not often considered one of the practice areas of organizational behavior management (OBM) professionals. Historically, the struggle has been that OBM practitioners (and behavior analysts in general) require direct observation and data to make educated decisions, and during the hiring process, decisions often need to be made based on self-report from both employees and their references. However, this need not be the case. This presentation will focus on concrete strategies that organizations can implement to improve their employee selection process to ensure candidates have the necessary knowledge, skills and abilities for the position, are a good cultural fit, and increase overall employee retention and satisfaction in ABA organizations.
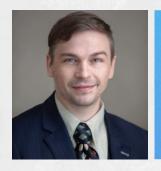
BYRON WINE
PhD, BCBA-D, LBA

Dr. Byron Wine is the Chief Operating Officer at the Faison Center in Richmond, Virginia. Byron is also a visiting assistant professor at the University of Virginia, is the executive director of the OBMNetwork, and the senior area coordinator for OBM at ABAI. Byron has published over 30 peer-reviewed publications, primarily in the area of organizational behavior management. Currently, he serves on the editorial boards of the Journal of Organizational Behavior Management and Behavior Analysis in Practice. In 2019, he was presented with the outstanding contribution award from the Organizational Behavior Management Network.

ANALYZING AND DECREASING TURNOVER IN HUMAN SERVICES

While all organizations have to contend with turnover, human services face unique difficulties. Among other challenges, human services expect employees to engage in high-effort work, often without being able to offer highly competitive salaries. Moreover, human services rely heavily on employees to deliver services and so high rates of turnover can make effective treatment difficult. This presentation will define turnover rate, how to calculate the cost of turnover, and present several strategies to decrease unwanted turnover in front-line employees. Additionally, we will explore some ideas for retaining behavior analysts and other higher skilled employees.

JOSHUA PRITCHARD
PhD., BCBA-D

Dr. Josh Pritchard is the founder and owner of Factari, a firm that provides OBM consulting, among other services. After receiving his PhD from the University of Nevada-Reno, Josh held several faculty positions including chair of the Master of Arts in Professional Behavior Analysis program at the Florida Institute of Technology and at Southern Illinois University, Carbondale. In addition to years of clinical experience, Josh is a serial entrepreneur focusing on growing the availability of behavior analytic services across the United States. Josh has served on numerous editorial boards and as an associate editor for Behavior Analysis in Practice & Behavior Analysis Research & Practice.

OBJECTIVE MEASUREMENT FOR EFFECTIVE MANAGEMENT

Often, organizations undervalue the benefits of direct, regular measurement of employee behavior. Comprehensive measurement systems with scorecards and cascading measures through organizations allow for effective management, accurate evaluations, and improved organizational outcomes. In terms of resistance, management often cite inertia related to historical practices, or the difficulty in establishing and implementing a new comprehensive system. This presentation will discuss the essentials of an optimal measurement system, and tactics to ease the switch from traditional measurement, to the new system. Data sets from both successful and failed launches will be used to illustrate the various factors involved.

WORKSHOP: APPLYING OBM PRINCIPLES TO YOUR ORGANIZATION (BYRON WINE, PHD, BCBA-D, LBA)

This applied workshop will focus on assisting participants in adapting OBM procedures to their organizations. Specifically, we will create scorecards for existing positions and discuss how best to use them in practice. Other common questions will be addressed based upon participant feedback and needs. Participants are encouraged to bring existing measurement methods, job descriptions, and other relevant materials to allow for realistic assistance from the presenters.

PRICING AND INFO

	Students	Members	Non-members
Friday 9th	$70	$85	$125
Saturday April 10th (9am to 12pm)	$45	$65	$100
Friday April 9th & Saturday April 10th	$105	$130	$200
Video access only (post-event*)	$95	$120	N/A
Continuing Education Units (CEU's)	No charge	No charge	Single fee of 50$
Workshop (Sat. April 10th 1pm - 2:30pm)	$50	$85	$100

* All presentations will be recorded and purchased as a bundle only - this excludes workshop.
See below for more details.

ALL PRICES INCREASE BY $25 ON MARCH 15TH 2021

To register: http://qcaba.org/conference/
To become a member (and to receive the member's discount on the conference):
http://qcaba.org/becoming-a-member/
QcABA membership must be valid until April 30th 2021 in order to benefit from members' pricing...

YOUR 2020 MEMBERSHIP WAS AUTOMATICALLY RENEWED FOR 2021 BECAUSE OF THE ONGOING COVID-19 PANDEMIC.

PAYMENT

Must be received in full one week prior to the conference.

Payment adjustments due to registrant error will not be considered. Registrants must ensure correct registration before completing payment.

Attendees for whom payment has not been received in full will not be sent a link for the conference.

Payment will be accepted via PayPal, or cheque through mail.

All cheques should be made out to:

The Quebec Association for Behaviour Analysis
Département de psychoéducation,
2500 Boul. de l'Université,
Sherbrooke, Qc, J1K 2R1 (A7-366)

MEMBERSHIP DISCOUNT

Membership discounts are available through the online QcABA portal only.

Your QcABA membership must be active until April 30th 2021 (we remind you that your 2020 membership was automatically extended to 2021) to use membership discounts. If your membership expires before this date you will be prompted to renew your membership, or risk losing your spot. Should price differences be noted due to an inactive membership at the time of registration, the attendee will be required to pay the price listed at the time of conference registration.

GROUPS

QcABA does not offer group discounts. If agencies wish to send multiple individuals to the conference, these individuals will need to sign up individually and then use the 'pay by cheque' option. The agency should then email info@qcaba.org with a list of the names of each of the attendees for which they wish to be invoiced.

STUDENT MEMBERSHIP

Student membership is approved upon proof of student status in an educational program in psychology, applied behaviour analysis, psychoeducation, special care counselling, early childhood education, education, or a related field. Submit your documentation where requested through the portal: QcABA reserves the right to revoke a granted student membership if the documentation provided does not meet the requirements.

CONTINUING EDUCATION

If you wish to collect CEUs at the conference, check the CEU box on the registration form.

You must be a member of QcABA at the time of registration to receive free CEUs. Non-members will be charged $50 to receive any CEUs for this event.

Participants are responsible for signing in and signing out at the end of each event in order to receive the CEUs offered.

VIDEO ACCESS OPTION*

QcABA will be recording the presentations to give access to members who cannot be present. **For this option, one must be a current member, and register before or on the day of the event. Video-access registration will be closed on the 9th of April at 11:59pm. The videos will be available in the members portals 3-4 weeks following the conference for 1 year following the date they were first available.** Video access is included in the price for all members who register for the conference (on Friday 9th April). Continuing Education Units (CEU's) cannot be granted for video-access only option.

REFUND POLICY

There are no refunds for no-shows or cancellations. Refunds may be considered for medical and family emergencies only, and will be considered on a case-by-case basis.
Registrants who register but do not attend (and have not paid) will be invoiced for the cost of their registration fee subsequent to the conference. Registrants will not be permitted to attend any subsequent events if this invoice is not paid in full.

SUBSTITUTION

Transfer of attendance is allowed under some circumstances. Requests must be submitted in writing no less than 72 hours prior to registration. Substitutions are not guaranteed until confirmed by conference committee. Please email info@qcaba.org about such substitutions. There is a fee for transfer of attendance of $10 per request.